

EXHIBIT H

1. Bill F
2. Randy L
3. Mark Denby

to BalisHome

3-way Conference call about

Dec. 4 - B.F. said he talked
to Pat Bishop & Sergio Garcia about
the incident about Bob.

Bob talked with Pat Bishop Dec. 5
& they were never talked to
with Bill F.

ON DEC. 4TH TUES APPX 11:00 I ~~WALK~~
RAN INTO BILL FRUEHAUF IN THE PARKING
LOT. I INTRODUCED my wife to Bill F.
~~WALK~~ I TOLD BILL I needed to talk
to him about my T. ISSUES. HE SAID
COME TO my OFFICE RIGHT now, SO we
HAD A 20 minute meeting where I explore
MY SIDE OF THIS STORY. HE seemed
SYmpathetic to some of my ISSUES.
I TOLD HIM THIS WHOLE THING (TERM)
STARTED 2-3 months ago, WITH ME
BEING HARASSED. I Swore at by
MARK D. DAYSHIFT FOREMAN

BILL SEEMED VERY CONCERNED WHEN I TOLD HIM, I WAS HARASSED & VERBALLY ABUSED BY P.D. HE ASKED ME "WHAT EXACTLY DID HE SAY." I SAID, HE SWORE "WHAT THE F, ARE YOU DOING." I SAID I'M WAITING ON MATERIAL FROM JASON P. (SPOELOADER OPERATOR), AND I WAS TRYING TO LOAD 2 ROLLS OF PVC (60 WIDE) CLEAR PLASTIC onto the PVC MACHINE. HE SAID "FUCK YOU, GET TO WORK" I SAID TO HIM (MARK D.) "YOU CAN'T TALK TO ME THAT WAY." HE SAID "FUCK YOU, I'LL DO ANYTHING I WANT" IN HADRY HE WALKED AWAY. PAT BISH & SERGIO BOTH HEARD THIS CONVERSATION. THEY BOTH TOLD ME TO FILE

A HARASSMENT GRIEVANCE AGAINST
MARK D., FOR Swearing, harassing
& VERBALLY ABUSING ME. "I SAID I
CAN'T DO THAT CAUSE, MD, WILL
KILL my OVERTIME, & not allow me
to work ANY~~more~~ overtime. THIS IS
STANDARD PROCEDURE TO cut an employee
overtime when you have issues with the
SO I DIDN'T FILE A GRIEVANCE FOR HAR
AT THAT TIME, EVEN THOUGH PATR^{IC}
& SERGIO SAID, THAT'S THE ONLY WAY
you'll GET ANY RESPECT ~~from~~ MD
AND GET HIM TO NOT HARASS YOU
I SAID I CAN'T DO THAT (GRIEVANCE)
BECAUSE, I HAVE WIFE, 4 KIDS
MORTGAGE, COLLEGE BILLS ETC. I HAVE
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TO PAY ALL my BILLS FOR
COLLEGE, MORTGAGE ETC.

SO, PAT BISHOP WALKED BY & I
SAID PAT COULD YOU HELP ME
LIFT THESE 60" WIDE PVC ROLL
(ABOUT 80 LBS EACH) onto the PVC
MACHINE. "PAT B. SAID SURE, BUT
let me ask my FOREMAN RD FOR
PERMISSION." HE GOT PERMISSION TO
HELP FROM RAY D. HIS FOREMAN.
PAT B. CAME BACK, WE LOADED
THE 2 ROLLS OF 60" PVC onto the machine.
WHEN WE FINISHED, MARK D., CAME ^{up}
& BLEW UP. HE YELLED AT US AGAIN
FOR TALKING & WROTE PAT BISHOP
UP FOR TALKING, EVEN THOUGH HE HAD
PERMISSION

TO HELP ME LIFT & SETUP THE
60" PVC ROLLS, PAT B. GOT
wrote up ^{by MARK D.} for HELPING AN EMPLOYEE
OUT LIFTING STUFF. THESE ROLLS ARE
HEAVY & BULKY & ARE EASIER TO
LOAD WITH TWO PEOPLE. PAT B. ~~(SICK)~~
GOT WROTE UP, I GOT WROTE UP, TOO,
BUT ~~I~~ ^{Mike} WAS A "VERBAL" WARNING.
I REFUSED TO SIGN IT, BECAUSE IT was
totally unfair, plus I was the
one who was verbally abused & HARASSED
I told this story to PETE L. (my
UNION STEWARD), how M.D. SWORE AT ME,
HARASSED ME, & WROTE ME UP. (verbal w.
PETE SAID, MARK'S HAVING A BAD DAY,
LET'S GO ~~TALK~~ TO RANDY L (PLAYING
AND WE'll TALK TO YOU).

HARASSMENT & VERBAL ABUSE.¹¹
 SO WE WENT TO RANDY & Lantz's
 OFFICE & TOLD him THE STORY.
 HE SIDE STEPPED THE ISSUES OF
 HARASSMENT, SWEARING BY MAD.
 HE SEEMED ^{more} ~~very~~ INTENT ON ~~the~~ OTHER
 ISSUES & DIDN'T EVEN SAY, ^{as} I'LL
 TALK TO MD. ABOUT the SWEARING
 & HARASSMENT.¹¹ INSTEAD HE BROWBEAT
 ME ABOUT ^{as} WHAT DID YOU DO ~~to~~
 WHILE YOU WERE WAITING FOR MATERIAL
 60 WDE FROM JASON (SIDECOADER).¹¹ I
 SAID I WAS PUTTING AWAY ^{two} ~~the~~ SKIDS OF
 PVC THAT WAS ON THE FLOOR BY THE
 PVC MACHINE. HE TURNED THE WHOLE
 VERBAL ABUSE BY (MD) INTO A
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VERBALIZE

QUESTIONING & HARASSING ME ABOUT
 MY last hour. (HE ^{RE}JECTED THE
 PREVIOUS SKID OF METAL (DEFECTIVE))
 HE SAID, "HAVE JASON BRING YOU
 DIFFERENT MATERIAL, THIS IS BAD
 MATERIAL." RANDY KNEW THE STORY
 ABOUT THIS MATERIAL, HE KNEW I
 was waiting for DIFF. MATERIAL TO
 PROCESS THE ORDER. I TOLD HIM
 REPEATEDLY, THAT I was waiting for
 material & HR. FROM JASON I was
 TRYING TO LOAD 2 ROLLS 60 wide.
 HE TURNED THE WHOLE STORY OF
 HARASSMENT BY HIS FOREMAN
 (MAD) into, BLAMING ME, I CAN'T

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control the SIDELOADER DRIVER. JASON was completing hot ORDERS (TODAY'S POOL TRUCKS) WITH HIS DAD. DAD. WHEN A WORK STATION HAS HOT PRIORITY ORDERS (TODAY PT) THAT COMES 1ST. EVERYBODY ELSE HAS TO WAIT. JASON WAS DRIVING FOR 2 SHEAR OPERATORS, A STREET STATION & MYSELF. (PVC STATION) THATS 4 PEOPLE HE WAS SETTING UP. IT TAKES TIME TO CLEAR SKIDS FROM STATIONS (BRING TO BAY ONE, BRING NEW MATERIAL ETC. IT TAKES TIME & ALL WE CAN DO IS WAIT OUR TURN. MY ORDER was NCO FOR TONIGHT'S POOL TRUCK. ~~NOT~~ TOP PRIORITY. SO, I KNEW I HAD TO WAIT

WHILE I was waiting I put away
2 skins -(8-10 rolls of PVC) onto
THE RACK. CLEANED UP & RELOADED
THE 60" wide PVC ROLLS WITH
PAT BISHOP, WE WERE BUSY. MAD
was having a bad day & went off.
HE NEEDS TO BE MORE PROFESSIONAL
& not harass or swear at HIS
Employees. THIS IS THE INCIDENT,
THAT STARTED A CONTINUING PATTERN
OF VERBAL ABUSE & HARASSMENT, THAT
CONTINUED UNTIL my T. DEC. 3.

ON THE Suspension, 3 DAYS, no PAY,
that I RECEIVED, I know that I
DID EVERYTHING RIGHT (KEYPUNCHED)
I PK10 ORDER, WENT ⁰⁰⁰¹⁴⁴ 2ND PAGE

PUT IN ALL NECESSARY INFORMATION,
EVERYTHING WAS PERFECT, computer
DID NOT REJECT, (CATCH) ANY ERRORS.
EVERYTHING SEEMED FINE. ON Monday
MAD, SAID I messed up the ORDER
& GAVE me A 3 DAY suspension.
I was shocked, I knew I DID
EVERYTHING RIGHT, MAD NEVER DID
~~EVERYTHING~~ SHOW me WHAT I DID WRONG.
I SAID, I Put IN ALL THE
INFORMATION, KEYPUNCHED IT, & EVERYTHING
WAS OK.

219-808-7904

PAT BISHOP (SERGIO GARCIA

TELL THE TRUTH WHAT HE SAID HOW
DATE OF HIS WRITERUP - GRIEVANCE
LETTER - WOULD HE WRITE LETTER OR
STATEMENT ABOUT THESE ISSUE,
WOULD HE PUT IT IN WRITING??

DID HE TALK TO SERGIO G.
I NEED SERGIO'S PHONE #

I NEED BISHOP'S LAWYER'S PHONE #
FOR ADVICE.

DATE - HAR.
LETTER - OK

KEYS TO HARASSMENT DEAL - PAT- 68^{PU}
BEGINNING OF END - PVC-DAY - PAT B. WRITERUP

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X TRUEHANE'S CONFERENCE CALL - REZ, MAD
THEY LIED, THEY NEVER TALKED TO PAT B
OR SERGIO ABOUT ~~HARASSMENT~~ THEY CLAIMED
PAT B. & SERGIO HEARD NOTHING "A LIE"